



REQUEST FOR ASSISTANCE (RFA) FORM INTAKE INTERVIEW LOG

<u>Date:</u> 2/15/2018	<u>Interviewer:</u> L.K. Langley	RFA #18 – 21
<u>Name of Person(s) Requesting Assistance:</u> [REDACTED]		
<u>Contact Numbers (telephone, e-mail, etc.):</u> [REDACTED]		
<u>Status of Person(s) Interviewed (title, position, student status, etc.):</u> Associate Professor [REDACTED] Dept.		
<u>Requested Assistance Pertaining To (name, position, policy, project, etc.):</u> Current search for tenure-track faculty position		

To the best of your knowledge, please fill out the following:

Interviewee Status: Male ☐ Female ☐ Administrator ☐ Faculty X Staff ☐ Student ☐
 Concern Regarding: Male ☐ Female ☐ Administrator ☐ Faculty X Staff ☐ Student ☐

Category: *(Please check at least one)*

<input checked="" type="checkbox"/> Age	<input type="checkbox"/> Color	<input type="checkbox"/> Creed	<input type="checkbox"/> Disability	<input type="checkbox"/> Veteran Status
<input type="checkbox"/> Marital Status	<input type="checkbox"/> National Origin	<input type="checkbox"/> Race	<input type="checkbox"/> Religion	<input type="checkbox"/> Retaliation
<input type="checkbox"/> Sex/Gender	<input type="checkbox"/> Sexual Harassment	<input type="checkbox"/> Sexual Orientation	<input type="checkbox"/> Employment	<input type="checkbox"/> Genetic Information
<input type="checkbox"/> Gender Identity or Expression				

Time Line		
Date	Item	Comments
2/14/18, 11:25 a.m.	[REDACTED] email to SGS & LKL and telephone call to EOO	[REDACTED] asked to speak with Sue or Langley urgently before noon faculty meeting.
2/14/18	Sue t/c to [REDACTED]	
2/14/18, 12:38 p.m.	Langley t/c (no answer) and email to [REDACTED] & Sue	Langley was not available before; available to talk now.
2/14/18, 2:13 p.m.	[REDACTED] email to Langley	[REDACTED] has spoken with Sue; no longer needs to talk.
2/14/18, 1:38 p.m.	[REDACTED] l/m with Lafayette for Langley	Regarding search.

2/14/18, 2:25 p.m.	Langley t/c to [REDACTED]	[REDACTED] said the department is at the end of its search and voted today about who to offer position to. A faculty member is unhappy with the outcome of the vote; [REDACTED] is available to talk if EOO would like a different perspective.
2/15/18	Emails b/w [REDACTED] and Langley	Scheduling time to talk by phone today.
2/15/18, 11:06 a.m.	Langley l/m for [REDACTED]	Please call so I can get some additional information. Can also schedule a time to meet with someone in EOO.
2/15/18, 11:10 a.m.	Langley l/m for [REDACTED]	Langley has talked with Sue about what [REDACTED] shared. She can meet with Lafayette or Sue if would like to.
2/15/18, 3:20 p.m.	Langley t/c with [REDACTED]	[REDACTED] shared concerns about the search and departmental dynamics more broadly.
2/15/18, 4:32pm	[REDACTED] email to Sue & Langley	Would like to talk with us about concerns with a colleague related to the search. Langley responded asking [REDACTED] to please call.
2/15/18, 4:40pm	[REDACTED] t/c to Langley	[REDACTED] explained concerns related to recent search and conversation she had with internal candidate. Two reference checks on top candidate have been conducted, and [REDACTED] has spoken with top candidate about desire to extend offer pending necessary approvals. Langley told [REDACTED] r EOO has the request to make offer and is holding it for now. [REDACTED] cell is [REDACTED].
2/17/18	[REDACTED] email to Sue cc: Langley	Available to meet Tuesday at 7:30 or 8:00, or after 2pm.
2/19/18, 7:56 a.m.	Bias Incident Form submitted	Submitted by [REDACTED], raising concerns about search process and possible age-related bias. In file.
2/19/18, 10:45 a.m.	Email from [REDACTED] to Sue	Missed Sue's call on Friday. If Sue is available tomorrow (2/20), [REDACTED] r would like to try to meet with Sue. [REDACTED] provided her availability to meet.
2/19/18	Email from [REDACTED] to Sue and Langley	Submitted Bias Report this morning. Langley responded confirming receipt.
2/20/18	Brent Mallinckrodt email to Sue cc: Langley and Brent Carbajal	Brent would like to consult regarding search; he has heard from faculty members re: allegations of bias, intimidating work environment, and pressure from a senior faculty member to a more junior one from different members of the department.
2/20/18	Email from [REDACTED] to Sue	She can't meet 2/21 because she is off-campus [REDACTED] provided her availability for a meeting on 2/20 or 2/22.
2/20/18, 10:10 a.m.	Sue and Langley t/c to Brent Mallinckrodt	EOO will try to look into this informally and expeditiously. Sue will tell [REDACTED] to temporarily put the offer on hold. Langley will be the lead on this and will interview relevant faculty members.
2/20/18, 10:18 a.m.	Sue and Langley t/c to [REDACTED]	EOO has received a bias incident form and has an obligation to look into this. Langley will be lead on this. [REDACTED] had told the top candidate it could take a few weeks to formalize an offer [REDACTED] believes she is very interested in this offer. [REDACTED] is out tomorrow; Langley will meet with her 10am on Thursday.
2/20/18	[REDACTED] email to Sue	Confirming that she is available and will plan to meet with Sue this afternoon at 3:30pm.
2/20/18	Sue l/m for [REDACTED]	Sue has asked Langley to meet with her and hopes it can be at 2pm, rather than Sue meeting with [REDACTED] at 3:30 p.m. Langley will send invite to [REDACTED].

2/20/18	████ email to Langley & Sue	Confirming that she will plan to meet with Langley at 2 pm.
2/20/18, 12:17 p.m.	Langley l/m for █████	Please call
2/20/18, 12:19 p.m.	Langley l/m for █████	Please call
2/20/18	Langley l/m for █████	Please call
2/20/18	Emails b/w Sue, █████ & Langley	Re: scheduling meeting with █████ for today.
2/20/18	Separate emails from Langley to █████	Please call at your earliest convenience.
2/20/18	████ called	████ would like to talk about the search. Langley scheduled with █████ for 1pm tomorrow. █████ is on leave and her home number is █████.
2/20/18	████ called for Langley	<p>Langley explained to █████ that a concern has been raised about the recent tenure track search in the █████ department. Langley said that this is not a formal complaint against █████ or anyone else, but would like to speak with █████ Although it's not a formal complaint, may always bring a union rep to a meeting with EOO.</p> <p>████ is also glad to meet because there was a remark by a faculty colleague that has been hard for him to process. It involves an Islamophobic remark that is still bothering him.</p> <p>████ union rep is in Spokane until next week. He will call Steve about a possible union rep.</p> <p>Scheduled meeting for 9am tomorrow.</p>
2/20/18, 2-3 p.m.	Langley meeting with █████	Discussed concerns raised by █████ in Bias Incident Report and other aspects of the search.
2/20/18	Langley t/c with █████	<p>Langley explained to █████ that a concern has been raised about the recent tenure track search in the █████ department. Langley said that this is not a formal complaint against █████ or anyone else, but would like to speak with █████ Although it's not a formal complaint, may always bring a union rep to a meeting with EOO.</p> <p>Scheduled meeting for 11am tomorrow.</p>
2/20/18	Emails b/w █████ and Langley	████ would like to reschedule based on another commitment. Rescheduled for 8:15 Thursday, 2/22.
2/21/18, 9-10 a.m.	Langley meeting with █████	<p>████ could not get a faculty union rep to come but wants to proceed with meeting. Langley reiterated we can wait for a union rep to be available. Given time sensitivity █████ wanted to meet now. What has occurred has had a significant emotional impact on █████ Discussed allegations in Bias Incident Report and other aspects of the search, and environment in department subsequent to the faculty meeting.</p>

2/21/18, 10:38 a.m.	Langley and [REDACTED] t/c	Langley explained to [REDACTED] that a concern has been raised about the recent tenure track search in the [REDACTED] department. Langley said that this is not a formal complaint against [REDACTED] or anyone else, but would like to speak with [REDACTED]. Although it's not a formal complaint, may always bring a union rep to a meeting with EOO. Confirmed that we will meet at 4pm today.
2/21/18, 1:00-2:30 p.m.	Langley meeting with [REDACTED]	Discussed allegations in Bias Incident Report and other aspects of the search. [REDACTED] also provided a hard copy of an email from a student (name redacted) regarding providing student input on search process. She also expressed being very concerned about going forward in the department and glad she is on leave right now. She is hopeful for tips about moving forward.
2/21/18, 4-5 p.m.	Langley meeting with [REDACTED]	Discussed allegations in Bias Incident Report and other aspects of the search.
2/22/18, 8:15-9:15 a.m.	Langley meeting with [REDACTED]	Discussed allegations in Bias Incident Report and other aspects of the search.
2/22/18, 10-11 a.m.	Langley meeting with [REDACTED]	Discussed allegations in Bias Incident Report and other aspects of the search.
2/22/18	[REDACTED] email to Langley	Attaching PPT used in [REDACTED] teaching presentation re: [REDACTED]
2/22/18	Langley email to [REDACTED]	Langley acknowledged receipt of [REDACTED] email with PPT.
2/23/18, 9:43 a.m.	Langley l/m for and sent email to [REDACTED] r	Please give a quick call as soon as possible.
2/23/18, 9:58 a.m.	[REDACTED] t/c to Langley	Langley asked [REDACTED] to please forward them [REDACTED] email indicating his vote. [REDACTED] will do so. [REDACTED] cell is [REDACTED] if Langley needs to reach her later today.
2/23/18, 9:59 a.m.	[REDACTED] forwards [REDACTED] email to Langley	
2/23/18, 10:42 a.m.	[REDACTED] t/c to Langley	[REDACTED] is following up on conversation in our meeting re: one-on-one conversation with a fellow search committee member.
2/23/18, 10:59 a.m.	[REDACTED] t/c to Langley	[REDACTED] is home today because of the snow so can't meet in person. Available by phone. Langley will call [REDACTED] back at [REDACTED].
2/23/18, 12:00 p.m.	Langley t/c with [REDACTED]	Langley shared that they have looked into the concerns [REDACTED] raised and verified that certain things were said. Langley indicated we are appreciative that [REDACTED] raised the concerns. But having looked into them, these things would not cause us to recommend the search not go forward. From Langley's discussions, it is clear there is a need for the department to have help in moving forward in ways that are respectful of everyone. Langley would value [REDACTED] insights about how to do this. [REDACTED] shared her ideas.

2/23/18, approx. 12:50	Langley t/c to Brent	Langley shared with Brent that they have spoken with [REDACTED] and relayed that after looking into the concerns raised, EOO does not see a reason to recommend the offer not go forward. Langley has discussed with [REDACTED] and with [REDACTED] that EO would like to be helpful in addressing the very real concerns raised by various members of the faculty. Brent would appreciate recommendations from Langley and Sue about how best to proceed. Langley will be back in touch with Brent next week after speaking with Sue.
2/23/18, approx.. 1pm	[REDACTED] t/c to Langley	Langley shared that they have looked into the concerns she and [REDACTED] raised and they do not cause us to recommend the search not go forward. Langley expressed the EO Office is appreciative of [REDACTED] raising the concerns. There is a clear need for the department to have help in moving forward, and Langley welcomes [REDACTED] insights about how to do this [REDACTED] shared her ideas.
2/26/18, 11:40am	Rich Brown l/m for Langley	Please call.
2/26/18, 12:05pm	Langley l/m for Rich Brown	Returning call.
2/26/18, 12:10pm	Rich Brown t/c to Langley	Rich requested, and Langley provided, an update regarding the concerns raised and issues identified. Rich will be meeting with the NTT faculty member who was not offered the position. Rich requested clarification as to the tally of the final vote re: whom to extend an offer to.
		Having looked informally into the concerns raised, and without conducting a formal investigation, on the face of it appears the concerns do not rise to the level of illegal discrimination or violation of policy that would cause EOO to recommend the search not go forward. This was conveyed to those raising the concerns, and to the Department Chair and Dean. EOO is providing information to the Dean regarding items raised by faculty that may require follow up, and regarding recommendations of possible actions to take to support the department in moving forward productively.
3/13/18	Sue, Langley, Brent M., Marc G. meeting	Re: key takeaways from the inquiry and possible next steps to help bring the department together and assist them in moving forward productively.